

ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi pada pegawai Kementerian Agraria dan Tata Ruang Badan Pertanahan Nasional Kantor Pertanahan Kota Administrasi Jakarta Timur. Pada penelitian ini ditemukan masalah pada belum tercapainya target kinerja pegawai Kementerian Agraria dan Tata Ruang Badan Pertanahan Nasional Kantor Pertanahan Kota Administrasi Jakarta Timur yang mana target nilai SAKIP 85 namun yang tercapai hanya 84,41. Pada penelitian ini masih belum optimalnya kinerja pegawai dan motivasi kerja pegawai yang disebabkan oleh kurangnya disiplin kerja pegawai dan *reward*. Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan *reward* terhadap motivasi kerja serta dampaknya pada kinerja pegawai Kementerian Agraria dan Tata Ruang Badan Pertanahan Nasional Kantor Pertanahan Kota Administrasi Jakarta Timur. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Dengan jumlah populasi 86 pegawai ASN dan jumlah sampel pada penelitian ini 86 pegawai ASN. Teknik sampling yang digunakan yaitu *non probability sampling*. Metode analisis yang digunakan adalah analisis jalur (*path analysis*), *metode of successive interval (MSI)*, analisis koefisien determinasi dan uji hipotesis. Hasil penelitian menunjukkan pada struktur I terdapat pengaruh secara simultan disiplin kerja dan *reward* terhadap motivasi kerja sebesar 72%. Secara parsial pengaruh disiplin kerja terhadap terhadap motivasi kerja sebesar 57,2% dan pengaruh *reward* terhadap motivasi kerja sebesar 14,8%. Pada struktur II terdapat pengaruh motivasi kerja terhadap kinerja pegawai sebesar 71,1%.

Kata Kunci: Disiplin Kerja, *Reward*, Motivasi Kerja, Kinerja Pegawai

ABSTRACT

This research was conducted based on phenomena that occurred among employees of the Ministry of Agrarian Affairs and Spatial Planning of the National Land Agency, East Jakarta City Administration Land Office. In this research, a problem was found in not achieving the performance target for employees of the Ministry of Agrarian Affairs and Spatial Planning, National Land Agency, East Jakarta City Administration Land Office, where the target SAKIP value was 85, but only 84.41 was achieved. In this research, employee performance and employee work motivation are still not optimal, which is caused by a lack of employee work discipline and rewards. This research aims to determine the influence of work discipline and rewards on work motivation and their impact on the performance of employees of the Ministry of Agrarian Affairs and Spatial Planning of the National Land Agency, East Jakarta City Administration Land Office. This research uses descriptive and verification methods with a quantitative approach. With a population of 86 ASN employees and the sample size in this study was 86 ASN employees. The sampling technique used is non-probability sampling. The analytical methods used are path analysis, method of successive intervals (MSI), coefficient of determination analysis and hypothesis testing. The research results show that in structure I there is a simultaneous influence of work discipline and rewards on work motivation of 72%. Partially, the influence of work discipline on work motivation is 57.2% and the influence of rewards on work motivation is 14.8%. In structure II, there is an influence of work motivation on employee performance of 71.1%.

Keywords: *Work Discipline, Rewards, Work Motivation, Employee Performance*